

## ABSTRACT OF THE DISCLOSURE

An Integrated Service System (ISS) providing infrastructure for employee empowerment and customer relations. The accumulation of earned points and converted points to equity with the accordance to a subscription purchase agreement. The ISS includes an employee account with the legal owner of the work hour, work shift, point and equity. The employee contract has specific sets of employment terms, and employment related to shifts worked, hours worked, points earned by specific sponsored programs and service. The ISS provides the modules and databases for the employee to increase his or her points and points for conversion to equity in the business by servicing, marketing, selling and benefiting and to convert those points from productivity gains as reflected in the business Unit and Company Databases. The Internet is used for execution in servicing, marketing, selling which results in empowerment and increasing value for the employee and the customer.